

## **Annex A: Perm Sec Vlog: Race and Inclusion**

**Transcript:** Hello. This week I want to talk about race. Emerging global evidence including a recent report by Public Health England shows our minority ethnic communities have a higher risk of dying from Covid-19. And racially motivated incidents in the USA have sparked protests right across the world against racial injustice. I know many of our own minority ethnic colleagues are feeling vulnerable, they're feeling angry and they're feeling anxious – I know this because they have told me so. As a leader and as a colleague, I take this very seriously.

Events like these shine a light on the Scottish Government's commitment to diversity and inclusion in our own organisation and in Scotland. And they remind us how much we have still to do.

I'm proud of progress made in recent years. Recent recruitment campaigns have attracted a much more diverse field of candidates and our percentage of minority ethnic senior civil servants has moved to 4%. We have a vibrant and very challenging Race Equality Network and I'm looking forward to welcoming members of that network to a meeting with the Executive Team later this month. Our race recruitment and retention plan will also be published later this year. But undoubtedly, we need to do more. It's not just about who we are; it's what we do and how we do it.

Analysts at Public Health Scotland, National Records of Scotland and the NHS are working to better understand the impact of Covid-19 on minority ethnic communities in Scotland. And we've established an expert group of academics and others to assess where else we need to re-double our efforts. We're also listening to our minority ethnic communities and those who work with, represent and support them. But again – more to be done.

For example, are you using tools such as the guide below this vlog to check policy development, delivery advice and decisions that are really drawing on lived experience? Are you really hearing all the voices? Are you playing and placing the National Performance Framework (NPF) values of kindness and compassion right across your work? These need to be better embedded in our ways of working. Especially when we're advising Ministers on tough decisions during such fast-paced and unusual times.

Now I usually finish these vlogs with an ask to look after yourselves, look after each other and to work together to support Scotland. That feels particularly resonant just now. Not just as an ask, but as a responsibility. And if you are affected by these issues, or you want to learn how you and your team can be more inclusive and diverse, or you see or hear something that doesn't feel right in these terms, please do use the links and contacts you see below this vlog. Thank you.

## **Annex B - Saltire Article Comments**

[REDACTED - OUT OF SCOPE] 15/06/2020 08:29

A last thought on this. The whole debate around 'Black Live Matter' is one of equality. Everyone deserves the same rights and respect regardless of ethnicity and skin colour. It should be your actions that define how people see you - nothing about how you look. If you feel you are losing out because everyone is to be treated the same then you need to look at yourself and question why you expect privilege over others.

[REDACTED - OUT OF SCOPE] 12/06/2020 16:37

I think this recent article by Talat Yaqoob, [Ticking boxes won't change cultures](#), is particularly relevant for all of us as an organisation. The bottom comment on the article from 'FHM' is also worth reading, especially for anyone who thinks there isn't really a problem.

"This is not the time to hastily book some training sessions to appear proactive. This is the time to think more deeply and take steps towards system change... There should be discomfort in the learning and changing – materials and discussions need to be challenging, needs to make someone ask questions about the society around them, the status quo and their own complicity."

It feels very natural and comfortable to offer a denial or a justification for our own complicity in systemic oppression, especially when it's invisible to us or if we've 'ticked the box' at some point. Actually listening to what BAME colleagues (and neighbours, and strangers) are saying requires moving beyond what feels natural and comfortable for individuals like me.

Just because I stopped claiming to be 'colour blind', finally understood that there was something wrong about Little Britain, or realised that the police aren't always protecting all members of society that doesn't mean I'm now initiated into the 'Inner Circle of Enlightened PC Wokeness' either. Contrary to what some seem to think, that doesn't exist. This isn't membership of an exclusive and trendy club popular with fashionable under 25s, this is an ongoing process whereby I (and you) constantly re-examine our own behaviour and our society to make it safer and better for everyone.

In case it helps anyone, I'll just add that responding to 'Black lives matter' with 'All lives matter' is the same as answering 'Me too' with 'Not all men'. Unconsciously or not, these are examples of the same tactic which has no other purpose than to shut down discussion and avoid the difficult conversations that are needed. It doesn't matter if that's what you think you're doing, just try to listen instead and think about what is actually being said - it might be something that isn't obvious straight away.

Leslie Evans 11/06/2020 17:49

This is one of our most engaged-with Saltire articles in recent times – and there has been a great deal of interesting, enlightening information posted. The comments have shown a pressing need for increased understanding of equalities and inequalities. They have also indicated a welcome desire for more opportunities to discuss and learn about this important topic, how we can best support each other and address concerns.

It's important to acknowledge the hurt and distress that our minority ethnic colleagues and friends are experiencing right now and while this is an open platform for discussion, we need to be conscious of the words we use and the impact that they can have on others – directly or inadvertently. We must show kindness and understanding in our treatment towards each other and uphold our civil service values at all times.

So I found it unsettling to read some of the comments in this thread, and to see that this article has prompted a higher number of complaints than any other in recent years. It has also exposed the tension inherent in monitoring comments. Some colleagues have asked for posts to be removed as offensive, and others for them to stay to show the opinions held by some in our organisation. HR Policy and Diversity and Inclusion colleagues are looking closely at all complaints. If any comment breaches our standards of behaviour, it will be removed.

In terms of immediate action, I'm meeting with the Race Equality Network (REN) this month and REN members are attending an upcoming Executive Team meeting so senior leaders can hear from them directly. But we all know that this issue belongs to all of us – our employee networks cannot and should not shoulder the burden alone. I am committed to working with you to make our plans for equality a reality - but I need your help, commitment and support to do that.

[REDACTED - OUT OF SCOPE] 11/06/2020 18:39

Thank you Leslie. Like you, I have been monitoring this debate in recent days. And alongside other union colleagues I have also been dealing with some of the understandable fallout from the exchanges. As a member yourself, I know you will not need reminding of the proud record in challenging racism and inappropriate behaviour that all the civil service unions share. On behalf of the Council of Scottish Government Unions (CSGU) I welcome the chance to continue working with you, REN colleagues, and others, to help ensure no staff feel isolated, marginalised or discriminated against. I hope recent events around the tragic murder of George Floyd and the call round the globe that 'Black Lives Matter' will finally lead to positive, fundamental change - we must do what we can to ensure it does.

[REDACTED - OUT OF SCOPE] 12/06/2020 09:26

It would be really helpful if someone could provide links to documents that specifically demonstrate the race-related issues within the Scottish Government that we as staff might realistically be able to do something about. For example, any internal SG race relations strategy, figures around recruitment and retention of BAME staff, any negative experiences of BAME staff that we could help to address, etc.

This would help to provide context to the discussion, which has sometimes strayed into wider issues. I say this because we are all impartial civil servants and it's not always clear to me what we can and can't legitimately discuss on these forums. To give one current example, purely for illustration, some people believe that some of the most senior politicians in the world are racist. I pass no comment and name no names – I just give this as an example to show that it is always helpful to be clear about what we can legitimately discuss, and where we are expected to make a difference, and where, if we are always to challenge racism, we may be entering political terrain in doing so.

[REDACTED - OUT OF SCOPE] 12/06/2020 15:45

Thank you for this response Leslie. On the matter of the clear 'desire for more opportunities to discuss and learn about this important topic', it did strike me as a deficit when I joined SG from the third sector (as an equality specialist) that the mandatory e-learning on equality and diversity that new entrants are provided with is a UK Civil Service product, which a) is very brief; b) can be rushed through if the participant so desires; c) doesn't include any dialogue with colleagues; and d) doesn't cover the Scottish Specific Duties under the Public Sector Equality Duty which we all share (e.g. the duty to assess policy for equality impact). I think it will be really important to develop SG specific equality training (which is not just online) as one aspect of discussing and learning more. We all need

more chances to learn about and discuss equality and rights and to bring that new learning into our work.

[REDACTED - OUT OF SCOPE] 11/06/2020 17:05

Since starting at SG last year, my colleagues have played a massive role in expanding my understanding of structural racial inequality - I've read books, listened to podcasts, watched films etc. that I had never engaged with before. While I realise that is only a small step in the right direction, I've felt more empowered to challenge the comments I hear from friends and family that reinforce this inequality (whether they realise it or not). These conversations can be difficult, but I've become more aware of my responsibility to be actively anti-racist rather than a passive bystander. I will keep educating myself on how to be a better ally to BAME people in a more active and meaningful way, and I hope others will do the same.

[REDACTED - OUT OF SCOPE] 11/06/2020 17:17

And that, [REDACTED - OUT OF SCOPE], cuts exactly to what this vlog is about. Be active in challenging racism (not just the passive "I'm not racist") but actually be anti-racist, in other words actively challenging racism is something we all should do. We need to listen to our colleagues who's lived experience can inform us, then we use that knowledge to challenge racism when we hear it. Also educate ourselves, then educate others, these are not, as you say, easy conversations but they are needed and are important.

[REDACTED - OUT OF SCOPE] 11/06/2020 14:05

Thank you for the specific comments about Saltire moderation.

Our moderation team is currently considering complaints made about some of the comments on this thread as a matter of urgency, in line with [the Saltire comments and moderation policy](#). The moderation team includes representatives from Corporate Communications and People Directorate.

For technical reasons we are unable to remove moderated comments without removing the entire comments thread. We understand the problems this causes and have been working with our technical suppliers to try to find a solution for the future.

On the subject of 'thumbs up' and 'thumbs down' – removing the anonymity of users would potentially deter individuals from offering any perspective at all. We're also mindful of the potential complexities of introducing a 'thumbs down' button (effectively a 'dislike' button). However, we do regularly introduce technical improvements to Saltire, and will consider these comments along with other user feedback.

[REDACTED - OUT OF SCOPE] 11/06/2020 14:34

Thank you [REDACTED - OUT OF SCOPE]!

[REDACTED - OUT OF SCOPE] 11/06/2020 17:11

Thanks [REDACTED - OUT OF SCOPE], your team do a fantastic (and often not easy) job!

[REDACTED - OUT OF SCOPE] 12/06/2020 16:28

[REDACTED - OUT OF SCOPE], thanks to the moderation team for taking the necessary action and time so promptly to reflect on a vast number of complaints.

[REDACTED - OUT OF SCOPE] 11/06/2020 12:01

Thank you for this post. Would highly recommend watching the statements in Parliament yesterday by Humza Yousef and Anas Sanwar on racism in Scotland - which is sadly alive and well structurally and in our neighbourhoods. I myself will continue to listen, learn and educate myself to be anti-racist. #BlackLivesMatter

[REDACTED - OUT OF SCOPE] 10/06/2020 22:30

Through several conversations today I've been reflecting on this vlog and on the way that it's had a vast number of people reading it (6k+ readers) yet only 69 comments (not counting any which were deleted). It seems to me that despite Scottish Government values most of the people in the rest of the organisation have chosen not to comment whilst racist views (or intentionally provocative/offensive language) are being put on our shared corporate space. This has created a feeling that 1) there are a lot of bystanders who agree with the views that were shared here and 2) the space that's supposed to be safe for all staff isn't. Just because Saltire is a digital space doesn't make it any less of an SG space than SAH, AQ or VQ - this language online is no less horrible than it is in any of our physical spaces. I hope that anyone who was a bystander was so because they didn't read the comments. I want to work for an organisation where all of my colleagues feel safe and respected - seeing the posts here has really saddened me.

I don't know how we can make this space feel safe again, but I have a few ideas and would love to hear what other people think. (I think this is a human problem and not a technical one, but perhaps there are some changes that could be made which would lessen the voice of what I truly hope to be a small number of colleagues who think racism, trolling and offensive language have a space in the SG).

- o Can the original blog post writer be encouraged to be active on comments for their blog posts? - it would be great to see Leslie responding to some of what's been said here
- o The removal of moderated comments should leave behind the rest of the comment thread - by deleting comments there is an "out" for people to say that they were misunderstood as the original thread is no longer visible
- o We have a thumbs up button but it's anonymous - could there be a way to show who had voted up comments?
- o We don't have a thumbs down button - would that change how some of the comments thread was viewed?
- o We don't have transparency on what happens after someone's comments are reported and removed - it's not quite a case of "everything that's forbidden is allowed" but when a comment is removed it leaves no trace and, to those of us reading on, we do not get to see what happens next. In an organisation like SG, the definition of our culture are the behaviours which go unpunished - though not seeing what happens next it gives the message that you can say what you want on Saltire comments, have a post removed, go on as normal. I know that there's a moderation policy, which explains the involvement of managers and normal discipline routes, but it would be good if there was some way to show what follow-ups were taken.

[REDACTED - OUT OF SCOPE] 11/06/2020 08:20

Interesting stuff here [REDACTED - OUT OF SCOPE]. I suppose lack of comment could be down to the traditional 'if you stick your head up above the crowd, someone will throw a rock at it' view. I am sure that most think carefully about a number of things like the general 'vibe' around the subject, are you for or against, the potential reactions from colleagues and management or your photo appearing - before posting. Free speech - use it before you lose it! If something does get pulled, you do get a very polite note btw...

My controversial view for today? Keep all statues, our pigeons need them.

[REDACTED - OUT OF SCOPE] 11/06/2020 09:39

[REDACTED - OUT OF SCOPE] ...are you saying that you can be "for or against" racism? And with statues, are you saying that we should "keep all statues" even if they glorify slavery/oppression?

[REDACTED - OUT OF SCOPE] 11/06/2020 11:34

Not what I meant [REDACTED - OUT OF SCOPE], only a racist could possibly be 'for racism' - and I am not one btw. This is now getting *way* too PC, head above the parapet and expecting that rock. The past happened, deal with it - by which I mean *learn* from it. We are now in the business of imposing our present day values and beliefs on the past, frantically re-writng or air-brushing it, to feel better about ourselves and sooth our 'present day guilt'. This has the potential to cause all kinds of real problems in the future. History, learn from it, do not re-write it to suit.

Today, we are likely to off-load a statue of Lord Baden Powell, founder of the world-wide and totally inclusive to young people of all races and religions Scout movment. He was buried in Kenya, where his grave is still a national monument. Who is next? [REDACTED - OUT OF SCOPE] idea of a wider context plaque is the way to go IMHO.

[REDACTED - OUT OF SCOPE] 11/06/2020 11:50

[REDACTED - OUT OF SCOPE]: I am - myself - probably sticking my head above the parapet too much here, but with respect almost everything contained in that post could be described, charitably, as tone-deaf with regards to the situation.

I would respectfully ask that, in reference to your suggestion that people offended by statues glorifying slavery era people should "deal with it" and learn from the past, that you instead try and learn from the *\*present\** - given that times do indeed change.

[REDACTED - OUT OF SCOPE] 11/06/2020 12:02

If no one could be for racism, then either all racism would have to be unconscious or the result of cognitive dissonance. I don't see how even the most fervent anti-racist could perceive this to be the case. Clearly there are some people who are for racism. Fortunately a lot more in our society are against it which is progress.

Paul Johnston 10/06/2020 18:49

Over recent years it has been my great privilege to meet with members of the SG's Race Equality Network. I have learned a huge amount from these conversations. I'm clearer than ever that we still have massive issues to address in Scotland in terms of race equality and we have more work ahead to build an inclusive organisation where everyone can flourish. I know there are different views about whether or not comments on this platform should have been moderated. We want to encourage conversation and debate. But we must ensure that colleagues can work in an environment in which they feel respected and included. As we move forward together, I think we need a deep commitment to listen respectfully to each other, with open hearts and minds. I look forward to hearing further perspectives from REN members in the coming days in a meeting with the Executive Team. Please let's work together to ensure that our values of equality, inclusion and respect are experienced by everyone in our organisation - there is a role for all of us in that.

[REDACTED - OUT OF SCOPE] 10/06/2020 18:58

Nicely put Paul. Good luck.

[REDACTED - OUT OF SCOPE] 11/06/2020 09:22

With respect, I feel very uncomfortable if colleagues' lived experiences of racism are considered appropriate subjects for "conversation and debate" within Scottish Government.

[REDACTED - OUT OF SCOPE] 11/06/2020 10:40

If we can't learn or fully understand from people's difficulties and experiences through debate and conversation then how can communities recognise what is trying to be fully achieved.

[REDACTED - OUT OF SCOPE] 11/06/2020 11:17

I agree with [REDACTED - OUT OF SCOPE]. I understood the vlog to be about what we can all do to support BAME colleagues to feel less vulnerable, angry and anxious. That is very specific. That's what the conversation should be about and there have been some great resources and insights shared.

What isn't acceptable is people feeling the need to demand "what about me" and to centre the conversation on their identity and their feelings when challenged. This is essentially what phrases like "all lives matter" do. They move the focus off topic and when those commentators are politely told not to do this and why, by BAME colleagues and their allies, it descends into a debate about who has the right to comment or who isn't being respected. That is not constructive and the BAME colleagues I know do not feel any less vulnerable, angry or anxious, but the opposite.

The Executive Team should make it clear that having a focus on what BAME colleagues, and in particular black colleagues, need at this time is not up for debate. This does not in any way disrespect or devalue those of us who aren't BAME, it's just not our turn in the spotlight.

In A&E you wouldn't treat the person with a twisted knee before a person with breathing difficulties. It doesn't mean you don't want both people to be healthy, but you have to prioritise what's urgent first.

The parameters of the debate needs to be restricted to solutions, not who is entitled to them. The leadership need to be unequivocal on this and however the conversation continues, controls put in place to keep it on topic.

Paul Johnston 12/06/2020 08:31

[REDACTED - OUT OF SCOPE] - thank you for your challenge. I agree entirely - when a colleague is sharing their experience this is the time to listen, to seek to understand, and to take whatever action we can. Others have referred to the very powerful Scottish Parliament debate on tackling racism this week. The challenges from the Cabinet Secretary for Justice in his closing statement are worth reflecting on. They are a call to action, and that must be our focus in the days ahead.

[REDACTED - OUT OF SCOPE] 10/06/2020 18:18

Thank you Perm Sec for writing this blog which highlights such an important issue of race and inclusion. Last year at the Civil Service Live event in Edinburgh we were shown a video during 'Lets Talk Race' session which highlights about privilege, class and social inequalities. And I thought this is so very true in our lives. We as individuals, have very unequal journeys in our lives and the system we live in does not make it equal or inclusive for everyone. It rather makes life opportunities so unequal and exclusive for some.

Watch it for yourself and reflect..

<https://www.youtube.com/watch?v=4K5fbQ1-zps>

[REDACTED - OUT OF SCOPE] 11/06/2020 13:41

Thanks for posting the link - this is always worth re-watching

[REDACTED - OUT OF SCOPE] 10/06/2020 17:15

The Glasgow Race Riots of 1919 were uncomfortably close to home for us at Atlantic Quay.

*The riot on Thursday 23 January 1919 began in the yard of the mercantile marine office in James Watt Street where sailors gathered for their chance to be signed on to a ship. While waiting to see if they would be hired, competing groups of black and white sailors jostled and shouted insults at each other. This baiting descended into a pitched battle which spilled out of the yard onto the street. More than thirty black sailors fled the sailors' yard pursued by a large crowd of white sailors. White locals joined the crowd which grew to several hundred strong. The rioters used guns, knives, batons and makeshift weapons including stones and bricks picked from the street. On being chased out of the hiring yard, the group of black sailors initially ran towards the nearby Glasgow sailors' home on the corner of*

*James Watt Street and Broomielaw Street. The white crowd smashed the windows of the sailors' home and then invaded it. The two or three beat police officers in the harbour area were overwhelmed and an additional force of 50 police officers was called in. The large police force cleared the two sets of rioters out of the sailors' home. The black sailors fled along the broad street parallel to the River Clyde into their own boarding house at 118 Broomielaw Street. White rioters sought to force the sailors back out into the street by smashing the windows with missiles, surrounding the building and then attacking it. In response, some of the black colonial sailors fired shots down at the crowd.*

<https://dspace.stir.ac.uk/bitstream/1893/1069/1/TCBHamendedversion.pdf>

All of the black sailors were arrested, and 27 appeared in court 5 days later. No white rioters were charged or arrested.

Perhaps its time for a memorial here (and an apology from the union movement)

[REDACTED - OUT OF SCOPE] 10/06/2020 20:33

Thanks for sharing this, [REDACTED - OUT OF SCOPE]. I always wanted to do Jacqueline's class on black British history at Stirling. At the end of the article we learn that not only was there discrimination in the arrest of rioters, but that in the aftermath black British subjects faced renewed discrimination from the government.

*This case study of Glasgow has demonstrated that black people were viewed as an 'alien' element in the workforce by white rioters whose violent actions against their employment were ultimately appeased by the launch of an extended programme of repatriation for black colonial residents throughout Britain in summer 1919. Repatriation forced two thousand black workers and their dependents out of Britain under protest; however, thousands more remained and many of these, including black Glasgow residents from various backgrounds, campaigned for a fair chance of employment and to consolidate their position in inter-war British society.*

Of course a century later such forced repatriation of British residents from particular ethnicities or discrimination by police is completely unthinkable. If you refuse to think about it, at least.

[REDACTED - OUT OF SCOPE] 10/06/2020 15:03

Clearly still a lot of work to be done internally: we can't ensure our policy decisions are truly inclusive if we aren't open to acknowledging our gaps in understanding and, crucially, willing to listen to those who tell us what may be uncomfortable truths.

[REDACTED - OUT OF SCOPE] 10/06/2020 15:19

Uncomfortable from lots of viewpoints. I have deleted all my views and asked for all the comments directed at me personally to be removed. Opinions matter, what a joke.

[REDACTED - OUT OF SCOPE] 09/06/2020 17:23

I am glad that this is a safe space to share and discuss ideas!!!

I was reading an article on The Backfire Effect. Essentially The Backfire Effect means that showing people evidence which proves that they may be wrong is often ineffective and causes people to reject information which contradicts their beliefs, or to interpret information in a way that confirms those beliefs. Why?, because if you truly want to get your point across, then remember attacking the other person for having PRIVILEGE or the wrong opinion, no matter WHAT it might be, is unlikely to work.

The Backfire Effect is important to understand, since it affects both your ability to change other peoples opinion, as well as process information rationally yourself. This is important to keep in mind, because if people perceive you as uncivil or hostile, they are more likely to doubt the validity of your argument, even if the argument itself is rational and well founded.

I will continue to respect everyone, regardless of their beliefs, colour, religion or ethnic background. That is the way I was brought up to treat people. That is also Essentially The Scottish Government Policy.

[REDACTED - OUT OF SCOPE] 10/06/2020 08:57

This backfire effect? <https://fullfact.org/blog/2019/mar/does-backfire-effect-exist/>

Are you suggesting you felt the backfire effect from responses to your posts? Any response in particular?

Your post implies that colleagues challenging your posts is them "attacking" you and that them doing so means they could be perceived as "uncivil or hostile"? Can you explain why you used those words and if you actually think that of colleagues?

[REDACTED - OUT OF SCOPE] 10/06/2020 11:37

You don't seem to be respecting anyone if your response to people pointing out that "All Lives Matter" (which was your initial response, since deleted) is a dismissal of the BLM movement, started and spread initially by the alt-right in the US, is to claim everyone is attacking you in an uncivil or hostile way.

What a bizarre post. You're claiming to know that the backfire effect exists and that you felt it in response to you posting "All Lives Matter", which would imply that:

- 1) You understand that posting "All Lives Matter" is, at best, incredibly insensitive, or, at worst, a tactic approval of the current status quo in which BAME people suffer disproportionately from the ill effects of systemic racism
- 2) Despite understanding that posting "All Lives Matter" was wrong for the reasons above, you are using the backfire effect to try and shift blame for your stance onto the people who are (in my opinion, in a very civil and very non hostile manner) providing counterpoints to your argument
- 3) You are absolving yourself of any responsibility to acknowledge fault or ignorance by essentially claiming that you are just too stubborn to change your mind, which again, you've blamed everyone else for

Perhaps you ought to stop digging?

[REDACTED - OUT OF SCOPE] 09/06/2020 11:50

In response to comments about the deletion of previous offensive comments being "a bit harsh" on a workplace forum, and that there shouldn't be policing of which opinions or points of view are more valid, I think really misses the point of the discussion and of the Perm Sec's blog - that BAME people are saying that their voices are not being heard and their experiences are not understood or reflected in society or institutions. Not to listen to the message of the Black Lives Matter movement, to our own colleagues and the many eloquent comments on this thread explaining why phrases such as "all lives matter" are offensive and perpetuate discrimination, is really missing the point. A good article that provides a clear overview of the links between the increased number of BAME deaths from Covid, systemic racism in the UK and the current protests in the US is here: <https://www.newstatesman.com/politics/uk/2020/06/we-cant-breathe>.

[REDACTED - OUT OF SCOPE] 09/06/2020 18:14

Thanks, [REDACTED - OUT OF SCOPE]. I totally agree.

[REDACTED - OUT OF SCOPE] 09/06/2020 11:48

There's also a new movement in Shetland, to show solidarity and also promote anti-racism there, an article about it is here: <https://www.shetnews.co.uk/2020/06/08/time-for-change-as-local-events-planned-in-support-of-black-lives-matter-movement/>

[REDACTED – SENIOR CIVIL SERVANT] 09/06/2020 11:11

[https://www.youtube.com/watch?v=BGjSday7f\\_8](https://www.youtube.com/watch?v=BGjSday7f_8)

very powerful lecture by Joy de Greay unpacking what she calls post-traumatic slavery disorder

[REDACTED - OUT OF SCOPE] 09/06/2020 11:10

Amplifying the work and suggestions done and made by others to say that an equality impact assessment can be incredibly powerful, using it to modify policies and create new ideas. This is a great resource - the equality evidence finder: <http://www.equalityevidence.scot/> and this publication pulls together a range of other evidence as well as SG evidence: <https://www.equalityhumanrights.com/en/publication-download/scotland-fairer-2018>

No evidence? Build evidence gathering into the operational delivery of the policy.

Want to understand better? Not sure how to go about that? There are online recommendations for things to read or listen to. Here's a list from Layla F Saad (and I'd add to it my previous recommendation of Ms Eddo Lodge's book) <https://www.theguardian.com/books/booksblog/2020/jun/03/do-the-work-an-anti-racist-reading-list-layla-f-saad>

There are also online sources and directories for Black-owned businesses. Supporting livelihoods makes a difference. An internet search with the term 'Black owned businesses' (or similar) brings up a range. Add different terms to increase the local-to-you sources.

[REDACTED - OUT OF SCOPE] 09/06/2020 10:46

This document has lots of resources to become a better ally, to help understand the problem and to begin to recognise privileges that most SG staff have: [https://docs.google.com/document/d/1H-Vxs6jEUByXylMS2BjGH1kQ7mEuZnHpPSs1Bpaqmw0/preview?pru=AAABcqPaNWo\\*Mg4LEZBP-Klp\\_T3LUN6uJA#heading=h.hmusy2r3nl8v](https://docs.google.com/document/d/1H-Vxs6jEUByXylMS2BjGH1kQ7mEuZnHpPSs1Bpaqmw0/preview?pru=AAABcqPaNWo*Mg4LEZBP-Klp_T3LUN6uJA#heading=h.hmusy2r3nl8v)

[REDACTED - OUT OF SCOPE] 09/06/2020 09:45

I'd also highly recommend Reni Eddo-Lodge's 'Why I'm No Longer Talking to White People About Race'. Ms Eddo-Lodge looks structural racism in the UK in the eye.

I've just spotted that she's also got podcasts which are described as taking the conversation a step further <https://www.aboutracepodcast.com/>

[REDACTED - OUT OF SCOPE] 08/06/2020 17:26

If, like me, you have solidarity with the Black Lives Matter movement but want to better understand what racism can feel like, I'd like to commend [REDACTED - OUT OF SCOPE] wonderful essay posted on Yammer in the Race Equality Network. And I've been returning to Jane Elliot recently - if you're interested, look up the Blue Eyes/Brown Eyes exercise with her school pupils and pioneering work since 1968 - once seen, never forgotten. She says "I thought I knew about racism...I knew nothing". It gives us a powerful, sometimes uncomfortable insight into what it's like to be treated differently because of something you can't change.

[REDACTED - OUT OF SCOPE] 09/06/2020 10:38

Jane Elliot's experiment is awesome. Powerful.

[REDACTED - OUT OF SCOPE] 08/06/2020 15:02

Absolutley agree with [REDACTED - OUT OF SCOPE]. We need a proper forum where issues can be discussed in a safe space and where colleagues can genuinely ask questions and learn from each other. The SG is a predominantly white organisation. From what I can see, and this is just from a quick scan of the website all our DG's and at least 99 per cent of our Directors in the SG are White. With very little BAME representation at the top and indeed across the public sector in Scotland it is easy to see how we can sometimes be operating in our own little comfort bubbles. We all need to constantly remind ourselves of what racism, injustice and inequality looks like in all its forms and we need to get serious about the changes we can make in our organisation.

[REDACTED - OUT OF SCOPE] 08/06/2020 16:04

[REDACTED - OUT OF SCOPE] - totally agree with you about getting serious about the changes we can make as an organisation and to me that starts at an individual level. I can ask anyone (politely of course) if they are a racist [or other type of ist] and the overwhelming majority of people would be (a) shocked that I asked that question and (b) say no way. However we all have an unconscious bias on one thing or another and to make real change is to recognise that and then do something about it.

[REDACTED - OUT OF SCOPE] 08/06/2020 14:44

Is feedback or comment welcomed on these resources such as the self-reflection guide and if so, how? Thanks

[REDACTED - OUT OF SCOPE] 08/06/2020 15:10

Hi [REDACTED - OUT OF SCOPE], yes feedback is of course welcome - just drop me an email or we can have a chat.

[REDACTED - OUT OF SCOPE] 08/06/2020 14:28

I'd personally find it useful at some point to have a much more in-depth and open discussion or seminar on issues around race in the SG (same goes for a lot of equality strands). I imagine that people come to these Saltire discussions with all kinds of different emotions (and very powerful emotions), experiences, knowledge, etc. And some people's opinions are formed by the wildly differing views expressed in the UK media.

It might be hard for some - noting comments below - to make a meaningful statement, in what's a fairly stilted public forum, that actually leads to practical, tangible and effective change. There's also a worry about saying something that will be criticised by others, when this is a global issue with many, many different angles to it, some of which can be complex. And, talking of our polarised media again, there's a fundamental risk of people talking past each other, and not actually changing minds/ making a difference.

[REDACTED - OUT OF SCOPE] 08/06/2020 15:35

Thanks [REDACTED - OUT OF SCOPE] for your comments and I agree that we need to have more in-depth, open and safe discussion about equality and inclusion issues. Our Race Equality Network organises sessions on 'Lets Talk Race'. There are more spaces available given the current issue of Black Lives Matter which will be the topic of discussion on 16 June. Book your place here if you can join us for informal discussion: <http://s1431a/Systems/EventsOnline/Web/Event.aspx?eid=17018>

Our Diversity and Inclusion team will also be engaged with colleagues to share their views on wider equality issues. Thanks

[REDACTED - OUT OF SCOPE] 09/06/2020 16:54

[REDACTED - OUT OF SCOPE] - if we are going to talk about equality and inclusion issues, could we add class and classism to that list as well?

[REDACTED - OUT OF SCOPE] 16/06/2020 15:50

[REDACTED - OUT OF SCOPE], surely that would be a different discussion for a different time. We need to allow discussions around race to centre just that, race.

[REDACTED - OUT OF SCOPE] 08/06/2020 13:51

Hey [REDACTED - OUT OF SCOPE]. It's not about a lack of tolerance for other peoples views, it's about the pain-physical and emotional- that BAME/Black people feel inside everytime All Lives Matter is used as a response to BAME people fighting injustices and systemic racism that they encounter. The BLM movement is not founded on a premise to denounce any other race or witchhunt individuals in society who are racist, it's about calling out, challenging and changing the structures that have and continue to allow oppression and hate to breed in all parts of society.

Here's a really good article which explains this in 9 ways: <https://www.vox.com/2016/7/11/12136140/black-all-lives-matter>

[REDACTED - OUT OF SCOPE] 08/06/2020 11:49

I wrote the original post ALL LIVES MATTER because my family is mixed race, not just white and every life matters to me. I would not like to see any discrimination against any part of my family due to the colour of their skin and whilst I can understand and agree with the outrage following the most recent incident in America we cannot forget about all other races residing within Scotland. However, I am not so naive as to think that there is no racism within our society and this must be dealt with by everyone within our society and EVERYONE should be treated with the same respect, understanding and tolerance.

With regards to the abhorrent act that was recently witnessed in America, Police Scotland would not carry out the same act irrespective of colour, race or religion of that I am sure.

The lack of tolerance shown for other peoples views on many matters, is maybe why more people do not post on more issues

[REDACTED - OUT OF SCOPE] 08/06/2020 12:02

<https://www.bbc.co.uk/news/uk-scotland-edinburgh-east-fife-52921981>

[REDACTED - OUT OF SCOPE] 08/06/2020 12:03

No one can ever say no life matters. The issue at hand centres on the injustices and harm experienced by Black people like me. Saying "All lives matter" when focus is on lived experiences of Black people is akin to confronting firemen tackling a blaze that is destroying your neighbour's house, screaming that they must also attend to yours which is not on fire.

I can see where your reasoning is coming from but i think the timing is wrong.

[REDACTED - OUT OF SCOPE] 08/06/2020 12:03

The issue with "all lives matter", as has been explained in a variety of outlets over the last week or so by people far more qualified than me to do so given my position of privilege, is that it is directly diminishing the importance of highlighting that black lives currently do not matter as much as some others in a variety of institutionally unfair ways.

It would be like interrupting a speech on someone imploring the world to "protect the rainforests" to point out that all trees should be protected. Yes, they should - but right now a lot of people directly affected by the primary issue are investing an incredible amount of energy and emotion into it, so please do not attempt to dilute or misdirect the message.

[REDACTED - OUT OF SCOPE] 08/06/2020 12:20

Saying 'all lives matter' marginalises the issues faced by black people in society across a vast number of countries. The problem is that in too many areas only white lives are seen to matter and that is just wrong. Its not just America and its not just Britain but it is clear the situation is worse in some places compared to others and everyone needs to try and improve things so that genuine equality becomes achievable.

[REDACTED - OUT OF SCOPE] 08/06/2020 12:38

[REDACTED - OUT OF SCOPE], the phrase 'all lives matter' has been created and co-opted by members of the far-right who seek to delegitimise and marginalise the Black Lives Matter movement. It is a calling card for hate and it's upsetting to see this phrase used in our place of work. Putting aside your initial intentions, I would recommend that you do some research and understand the hateful context in which this phrase is widely used. We're all trying to educate ourselves and be better.

[REDACTED - OUT OF SCOPE] 08/06/2020 10:11

Good article.

The Equality/Self-reflection guide loads a blocked web page when I attempt to access it.

[REDACTED - OUT OF SCOPE] 08/06/2020 10:03

Hi [REDACTED - OUT OF SCOPE], [REDACTED - OUT OF SCOPE] and all others, I've fixed the Equalities self-reflection toolkit link. Should work now and provide a downloadable pdf. Thanks for bringing to our attention, [REDACTED - OUT OF SCOPE]

[REDACTED - OUT OF SCOPE] 08/06/2020 12:45

Thanks [REDACTED - OUT OF SCOPE]! Its quite HR focused, I think what I was looking for was more personal reflective or policy focused, the latter of which the EQIA guidance may help with. The former of which there are a wealth of resources being shared on social media I can take a look at

[REDACTED - OUT OF SCOPE] 08/06/2020 09:33

As the EYR date has been pushed back, i'm also conscious that many people will be writing objectives at the moment. It's great that there's a mandatory diversity and inclusion objective box but I think we can do more to make those objectives useful and meaningful. Perhaps we could have a separate Saltire article on that?

[REDACTED - OUT OF SCOPE] 08/06/2020 15:13

Hi [REDACTED - OUT OF SCOPE], yes we've flagged D&I objectives as an area for improvement to help make them more meaningful and actionable at an individual level. If you want to feed into that work just drop me an email.

[REDACTED - OUT OF SCOPE] 09/06/2020 12:38

Further discussion on making those objectives more relevant would be great. At times they feel very much like a tick box exercise and not a mechanism for learning or development at all.

[REDACTED - OUT OF SCOPE] 08/06/2020 09:31

Thank you for putting a spotlight on this important issue and creating a space for discussion.

I look forward to looking at the self reflection guide when the link is fixed, that sounds like a very useful resource.

As policy decisions are moving so quickly at the moment, I'm concerned that we don't have time for impact assessments and that if they are done, that they aren't as full or as useful as they could be. What can we do to improve this? There is a template submission that is commonly used - that has 'financial impact' as a paragraph heading. What about adding 'equality impact'?

[REDACTED - OUT OF SCOPE] 08/06/2020 09:06

The whole point about Black Lives Matter Movement is to dismantle the systematic racism in institutions and the social structures that centre around "whiteness" as a default. Black communities are disproportionately impacted by police violence and racism and this is evident not only in US history but other countries around the world as well as the UK. Asserting that "All Lives Matter" just re-affirms-or at best ignores the reality. Of course every life is valuable, but not everyone's life is in danger due to their skin colour. Saying Black Lives Matter isn't equivalent to saying other lives don't , but rather that black Lives should matter as much as white lives.

[REDACTED - OUT OF SCOPE] 08/06/2020 09:13

Thank you for your clear explanation, [REDACTED - OUT OF SCOPE]. I was working out how to say just this, but how you have phrased it beats my attempts.

[REDACTED - OUT OF SCOPE] 08/06/2020 10:10

[REDACTED - OUT OF SCOPE] - this is pretty much the perfect response! I called out the original comment in the thread that was peddling the "I think we should agree that all lives matter" sentiment but the original offending post has since been deleted!

[REDACTED - OUT OF SCOPE] 08/06/2020 10:52

Agree with the other correspondents - sums the situation up nicely.

[REDACTED - OUT OF SCOPE] 08/06/2020 14:45

These slogans are open to varying interpretations. Those responding "All Lives Matter" are reacting to their own interpretation of "Black Lives Matter" which may vary from the intention of those using it. Other minorities are exposed to racism and may feel excluded for example, whereas [REDACTED - OUT OF SCOPE] frames it as an unstated contrast between black lives and white lives.

Those stating "All Lives Matter" may be reacting out of a sense of exclusion from the "Black Lives Matter" message, but equally they may be arguing that ideally we should transcend racial issues or that the police should not mistreat anyone. That won't happen any time soon, but it is not necessarily ignoring reality.

Encapsulating complex matters of injustice in simple slogans is often problematic.

[REDACTED - OUT OF SCOPE] 08/06/2020 15:01

Well said [REDACTED - OUT OF SCOPE], there needs to be widespread education perhaps starting in schools of slavery, colonisation, the civil rights movement in the 1960s and how this has a lasting legacy that leads us to where we are today. 400 years after slavery began, black and minority ethnic communities are still fighting for equality and against systemic racism. As you have said, racism is not just about overt hate or name calling (which is what many people perceive it to be). It is about access to opportunity, lack of a voice, socio-economic/health inequality, being more likely to be stopped by the police, media representation and lack of understanding of issues. There needs to be a national discussion around race and what we can do to change and improve society for the benefit of BAME communities. Too often it is well-meaning white people deciding what would work best when discussions are multi-faceted and deeper than we can ever begin to know. We need to listen and learn from BAME communities lived experiences and know not everyone will think the same. For example, a friend contacted me yesterday to ask my thoughts as a 'mother of a black son', as her school are now wanting to expand their library to include more BAME books. I said I thought it was great they were doing this, and that our children need to be able to see themselves in the books they read and toys they play with. She is black and she told me her son has experienced racism many times at the school. She found it offensive and said she felt it shouldn't have taken for George Floyd to die in America for her school to acknowledge the library needed more diversity. It's great to see so much discussion and positive suggestions for change at the moment but this needs to be sustained, as many people have said before me 'this is not a moment, but a movement'. Black Lives Matter.

[REDACTED - OUT OF SCOPE] 08/06/2020 08:55

Thank you Leslie. It would be nice to see follow up articles on equalities during the pandemic response (and beyond of course). Just to say as well that the equality self reflection guide link doesn't work, could someone update it?

[REDACTED - OUT OF SCOPE] 08/06/2020 08:44

Time for a new "newest comment". We are sheltered in Scotland from some of the issues that I have seen when I have lived and worked elsewhere, and there is a risk of being complacent. I'm glad I live in a country which doesn't have the degree of inequality that other countries have. But we can't rest on our laurels and feel that we've done enough. We haven't.

[REDACTED - OUT OF SCOPE] 08/06/2020 09:27

Sorry, [REDACTED - OUT OF SCOPE]. When you say "we", who do you mean is sheltered from some of the issues you've seen when you've lived and worked elsewhere?

[Redacted]

## **Annex C**

### **Scottish Government intranet comments and moderation policy**

You can have your say on Saltire news articles, features and blogs. Your comments are welcome - they make our intranet more interactive and interesting.

Saltire comments encourage healthy discussion and debate. If you don't agree with a comment, or believe it is factually wrong or inaccurate, you can post your own viewpoint by way of reply.

Before posting a comment, be aware that:

- comments are not moderated prior to publication - make sure your comment follows the guidance set out below
- your name and business area details will be posted automatically
- all comments should be succinct and relevant (no more than 3,000 characters)
- submitted comments will publish instantly
- the system won't recognise your details if you access Saltire via the extranet site (used by some agencies, departments and non-departmental public bodies)
- comments are subject to FOI rules

#### Comments guidance

It's your responsibility to ensure that all comments submitted are appropriate, accurate, relevant and lawful. Please refrain from posting comments that are hostile, heated or potentially divisive. Don't say anything online that you wouldn't say in a work context in person.

In particular, do not submit comments that are:

- inappropriate, or may provoke or offend others
- racist, sexist, homophobic, transphobic, biphobic, abusive or otherwise objectionable
- contain language likely to offend
- a personal criticism or attack on others, including colleagues and/or their work
- inaccurate and likely to mislead colleagues - you should provide sources and/or links to any data or statistics cited
- unrelated to the specific article under discussion
- libellous or defamatory, breach copyright or break the law
- about Scottish Government terms and conditions of employment if you are not a Scottish Government employee (user numbers prefixed by Z6)

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published comment. Your complaint will be reviewed and consideration given as to whether the comment should be removed.

The Saltire moderation team includes representatives from internal communications and People Directorate. Due to resource and time implications, there is no opportunity to appeal if you are not in agreement with a decision taken following a Saltire comment complaint.

If you think a comment is wrong or inaccurate you are welcome to post a factual correction by way of reply.